# Deputy Chief of Naval Operations (Manpower and Personnel)

OPNAV Action Officer Course

# N1 Mission Statement

- Principal advisor on manpower and personnel (MP) policy
- Single Manpower Sponsor for assessment and appraisal of Navy's total force MP programs and programming resources (active military)
- Coordinate JCS, Joint Service MP matters
- Navy-wide functional sponsor for MP information resources

# Who's Who

**Deputy Chief of Naval Operations for Manpower & Personnel**
**N1**
**VADM Gerry Hoewing**

**Assistant Deputy CNO (M&B)**
**N1B**

**Mr. Scott Slocum**

**MPN Financial Management Division**
**N10**

**Ms. Jo**

**Civilian Community Management Division**
**N11**

**Ms. Marcia Tremaine**

**Total Force Programming & Manpower Management Division**
**N12**

**RADM Gerry Talbot**

**Military Personnel Plans & Policy Division**
**N13**

**RADM Gerry Talbot**

**Personnel Readiness & Community Support Division**
**N15**

**Mr. John McCausland**

# Major Areas of Responsibility

## *N10: MPN Financial Management Division*

- Coordinate development of the Military Personnel, Navy (MPN) appropriation and portions of the Reserve Personnel, Navy (RPN) appropriation.
- Prepare the appropriate budget submissions, monitor performance against the approved budget.
- Act in a fiduciary capacity for execution of the MPN appropriation and for that portion of the RPN appropriation allocated to the Chief of Naval Personnel (CHNAVPERS).

# Major Areas of Responsibility

## *N11: Civilian Community Management*

- Primary consultant on workforce development and learning within the scope of the DON Civilian Community Management (CCM) environment.
- To support the CCM Leadership and Commands in defining, developing and evaluating DON Civilian Community Management.
- To provide oversight on recruitment requirements and provide recommendations to the CCM Board and Commands.
- To collaborate with military and civilian leadership in the areas of recruitment and retention and automation of civilian workforce competency requirements and workforce development data.

# Major Areas of Responsibility

## *N12: Total Force Programming & Manpower Management*

- Primary oversight of and representation for programming, financial management for Manpower and Personnel (MP).
- Single manpower sponsor, responsible for all manpower actions.
- DoN Manpower Component Authority responsible for preparation, approval and submission of the Manpower Estimates.
- Manpower, personnel and training (MPT) liaison and guidance for achieving Navy-wide, inter-service information sharing and cooperation.
- Navy-wide sponsor for Human Systems Integration (HSI) policy, determine manpower requirements and approving authorization changes to the Total Force Manpower Management Systems.

# Major Areas of Responsibility

## *N13: Military Personnel Plans & Policy Division*

- Principal adviser on military personnel plans and policies,
  - To include: promotion and advancement, strength, compensation, accession, retirement, community management and career progression issues.
- Oversee development of long-range recruiting plans.
- Manages the Navy Foreign Language Service Program and Subspecialty System.

# Major Areas of Responsibility

*N15: Personnel Readiness & Community Support Division*

- Principal advisor on quality of life issues impacting personal and operational readiness.

# Managing Human Resources:
## A Three-Step Process

1. Requirements Determination
   - Billet Reductions
   - Total Force Approach
   - Eliminate Non-quality Work
2. Continued Force-Shaping
   - Current Tools
   - New Voluntary Transition Incentives
3. Developing Sea Warrior

# Getting the Requirement Right

***Total:* 961,925**

**Battle Force requirements centrally determined**

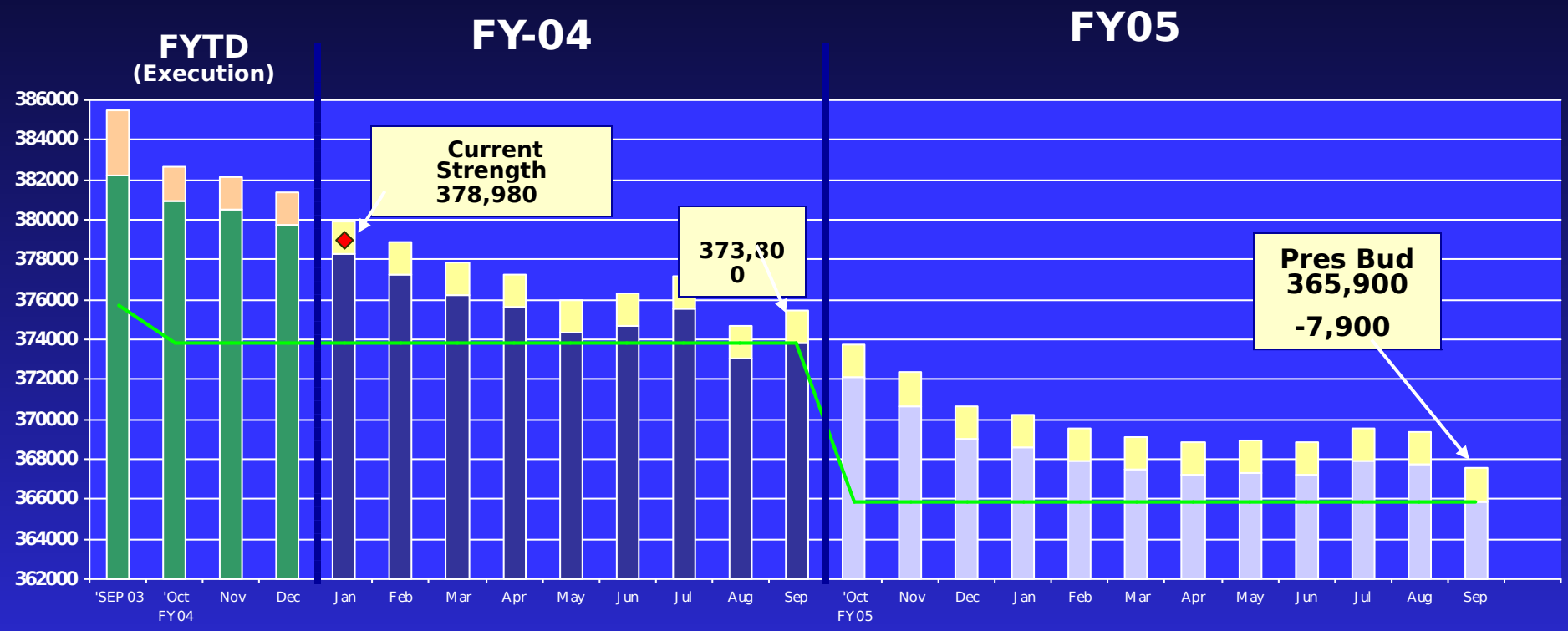
- **Structured process**
- **Based on common & defined requirements**

**Shore requirements determined by claimants**

- **Different assumptions**
- **Different processes**
- **Different service levels**

***Are we organized for success?***

# Reducing End Strength




## Policy Actions/Assumptions

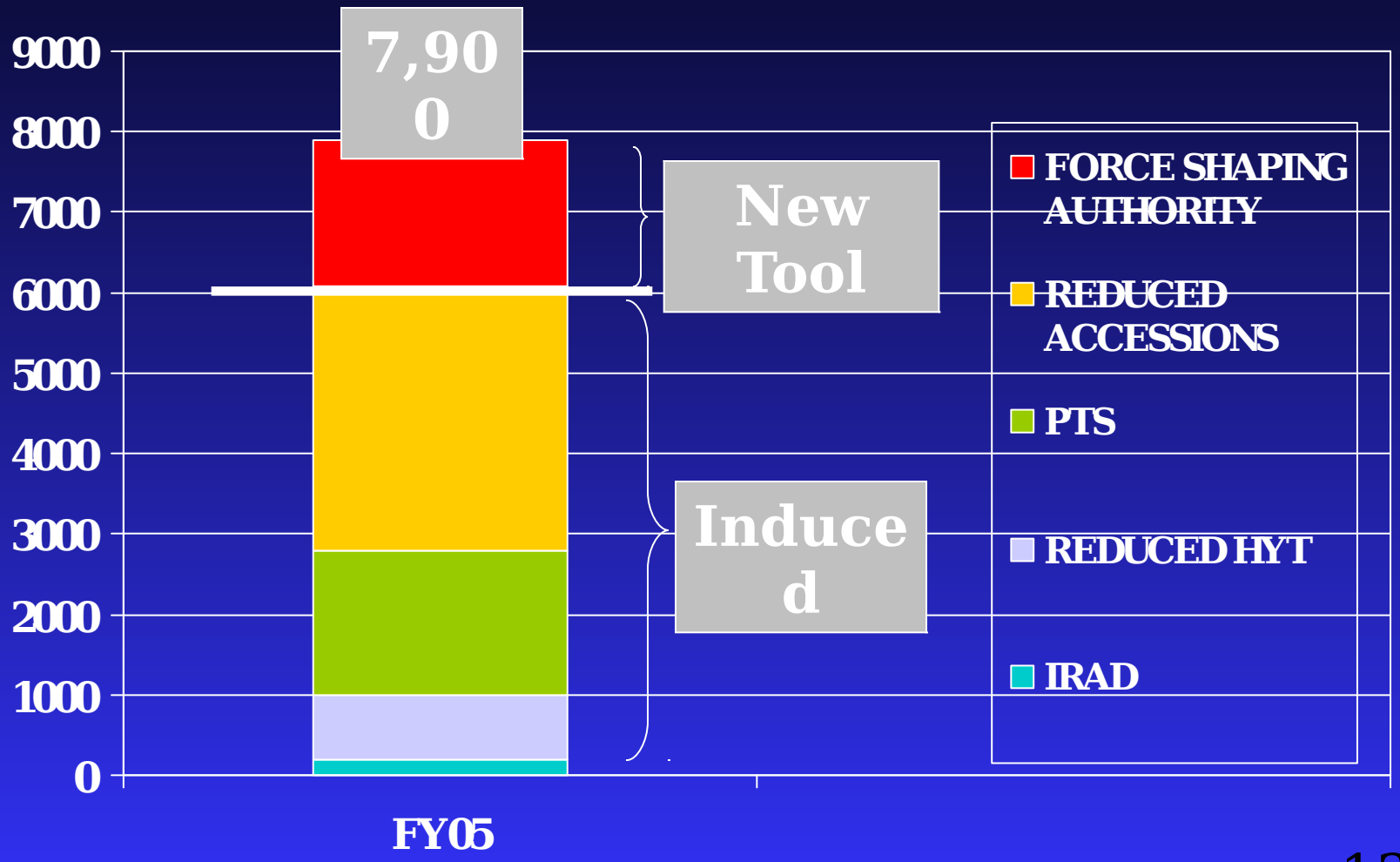
- **IRAD (Applicable to Junior Officer Training Attrites)**
- **Time-in-Grade Waivers for O-5 and O-6 grades**
- **High-Year-Tenure (E-6 & E-4)**
- **Perform to Serve (Applicable to Zone A Sailors).**
- **Officer/Enlisted mix imbalance – requires Force Management tools**

# Reducing The Work

| **Puts:** | **4,388** |
|---|---|
| Commissioning | 2035 |
| Battleforce growth | 617 |
| NCW Reserve to Active | 577 |
| PC Ship Class | 264 |
| Misc. Growth | 211 |
| Joint manpower growth | 186 |
| Officer Commissions | 143 |
| Helo CONOPS | 139 |
| 4th MEB | 123 |
| SSGN Conversion | 93 |

| **Takes:** | **12,288** |
|---|---|
| Decommissioning | -3731 |
| CIVSUB | -1774 |
| Student Reductions | -1465 |
| RHA decrease | -1264 |
| FM/OM savings | -1111 |
| Misc Efficiencies | -815 |
| TPPH reduction | -319 |
| Overhauls | -312 |
| TACAIR Integration | -286 |
| Staff HQ cuts | -284 |
| FRS | -235 |
| RIT | -216 |
| Accessions | -197 |
| Recruiting Reductions | -170 |
| Outsourcing | -109 |
| **Net:** | **-7,900** |

# Force Shaping



# The Cost of People

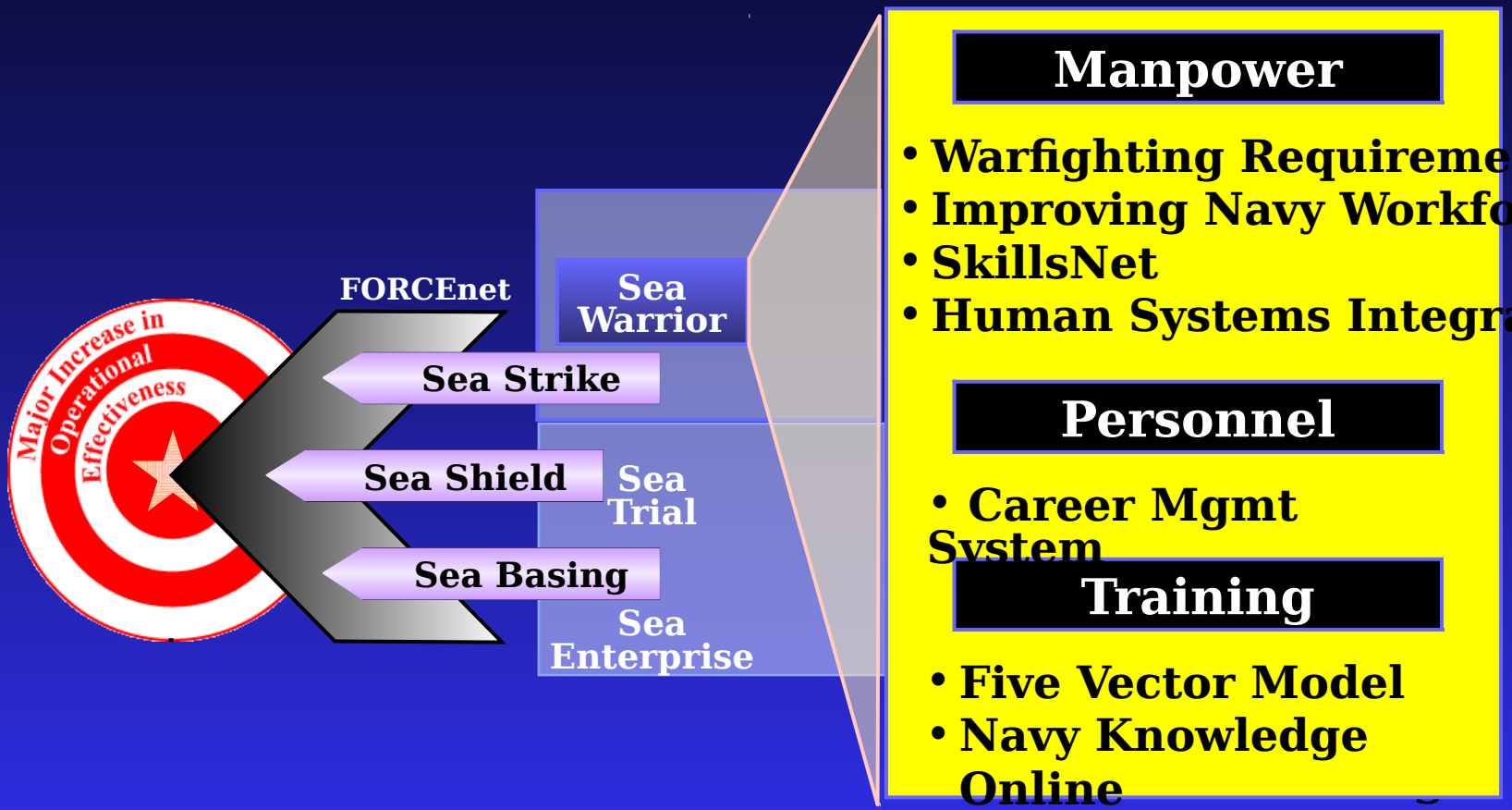
- Active
  - Officer: $108,155
  - Enlisted: $53,232
- Reserves (SELRES)
  - Officer: $17,537
  - Enlisted: $8,127
- Civilians: $76,353
- Contractors: $94,400*

Pay and benefits only in FY-04 dollars

* Contractor price is FY01 IWAR estimate that includes overh

* Outsourced functions rarely result in 1 for 1 manpower type

# The Future: Sea Warrior



# Concluding Thoughts …

- The Right Thing to Do
  - Better for our people, better for the taxpayers
  - A more capable Navy
- The Right Time to Do It
  - Readiness has never been better
  - Talent never been sharper
- The Right Way to Do It
  - Requirements-driven, total force approach
  - Not about *more* work for *fewer* people

# Interfaces and Contacts

# AO/N10 Interface

**N100: Branch Head, Budget Division**

- MPN/RPN(TAR) Pricing Authority
- Prepare, justify, and defend budget submission
- Assists program managers

**N101: Branch Head, Financial Control Division**

- Administers financial controls and prepares financial statements and/or official status reports
- Performs Navy-wide Central operating Activity functions in connection with administration of control of military personnel expenses

# AO/N12 Interface

**N120: Programming and Budget**
Leads and coordinates actions implicit in N1's role as MPN requirements sponsor and in the N1 resource sponsorship role during the Programming and Budget (PPBS) cycle.

**N121: Navy Manpower Analysis Center (NAVMAC)**
Determines deployable unit manpower requirements through analysis of mission, workload and maintenance data, producing various manpower documents to the fleet. Establishes and maintains all NEC and Navy Occupational Standards.

**N122: Manpower Requirements**
Works closely with Navy resource sponsors to ensure the manpower program is supported by valid requirements.

**N123: Joint and Contingency Matters /N1 Planner**
Conducts planning and analysis of manpower requirements and career management issues for Joint Officer billets and Joint Specialty Officers.

**N124: Strategic Sourcing**
Establishes and oversees Navy policy for Strategic Sourcing, including A-76 and Functionality Assessment.

**N125: Acquisition Programs**
Ensures that the Sailor is considered as part of the system during requirements generation, design and support. N1 Action Officer for MNS, ORD/CRD, MER and NTSP reviews.

**N126: Analysis, Integration, and Implementation**
Manages a program of analyses, such as functional and service delivery (Flag Pole) studies and "zero based" community reviews to ensure Navy services are delivered with efficient and cost effective Total Force manpower solutions.

# AO/N13 Interface

**N130 Military Compensation and Policy Coordination Branch**

Develops compensation initiatives to achieve program objectives to include but not limited to BAH, BAS, COLA, FSA, HDIP, SDAP, ITEMPO, SRB, EB, CSP and MGIB transferability.

**N131 Officer Plans, Policy and Career Management Branch**

Develops and monitors officer strength and accession plans. Coordinates officer community long range planning in support of programming. Serves as focal point for resolving execution problems related to officer military personnel programs.

**N132 Enlisted Plans, Policy and Career Management Branch**

Develops and monitors enlisted strength and accession plans. Coordinates enlisted community long range planning in support of programming. Serves as focal point for resolving execution problems related to enlisted military personnel programs.

**N133 Nuclear Propulsion Programs Branch**

Plans and executes specific officer and enlisted community management functions for the Nuclear Propulsion Program. Serves as the single point of contact on all policy matters pertaining to Navy personnel assigned to U.S. Department of Energy Nuclear Propulsion Program Activities.

**N134 Women's Policy Branch**

Develops, implements and monitors Navy policy in all matters concerning female Navy personnel.

**N135 Navy Uniform Matters Office/Navy Uniform Board Branch**

Supports the President, Navy Uniform Board in discharging the responsibilities for naval uniform matters.

**N13T Technical Coordinator**

Coordinated internal processes applicable to planning and executing financial/manpower/personnel policy management.

# N10 POCs

- Ms. Jo A. Decker, Director 703-614-5664
- Mr. Wm. J. Cain, Deputy 703-614-2029
- Mr. Wm. D. Orton, Program Mgr. 703-695-2890
- LCDR Frank M. Rendon, Budget Officer 703-614-2076
- Ms. Anna Ball Orton, Financial Controls 703-693-0829

# N11 POCs

- Ms. Marcia Tremaine,  Director 703-695-2683
- Ms. Cyndi Mays, Deputy 703-695-2816
- Ms. Elizabeth Percell, Deputy 703-695-2465

# N12 POCs

N120: Programming and Budget
Mr. Doug Parrish 703-614-5168
CDR Sue Scheiter 703-695-3610

N121: Navy Manpower Analysis Center (NAVMAC)
CDR Robert Firehammer 901-874-6268

N122: Manpower Requirements
CAPT Norman Moore 703-693-1927
Mr. David Haldeman 703-693-1932

N123: Joint and Contingency Matters /N1 Planner
CAPT Kristine Geddings 703-695-3587

N124: Strategic Sourcing
Mr. John Graveen 703-695-0120

N125: Acquisition Programs
Ms. Nancy Dolan 703-614-5781

N126: Analysis, Integration, and Implementation
CAPT John Chandler 703-695-3044

# N13 POCs

N13: LT McGraw 703-614-5572/DSN 224

N130: Mrs. Busch 703-614-7797/DSN 224

N131: CDR Dziminowicz 703-693-2301/DSN 223

N132: CDR Wisniewski 703-695-3935/DSN 225

N133: LCDR Jennings 703-695-3734/DSN 225

N134: LT Talbot 703-695-9230/DSN 225

N135: SKCM Williams 703-614-5075/DSN 224

N13T: Mr. Cylke 703-614-5543/DSN 224